

CITY OF SEATTLE

ORDINANCE

COUNCIL BILL

118092

AN ORDINANCE related to Gender Equity; lifting a budget proviso imposed on Finance General's Reserves Budget Control Level in 2014 for Gender Wage Equity Project; changing appropriations to various departments and budget control levels in the Budget; adding new positions and amending Ordinance 124349, which adopted the 2014 budget; all by a two-thirds vote of the City Council.

WHEREAS, the Gender Equity in Pay Task Force recently released a report on disparities in pay for City of Seattle employees and submitted it to the Mayor and City Council; and

WHEREAS, practices and policies related to performance management, such as performance evaluation, goal setting, progressive discipline, management training and leadership development, have direct impact on workplace equity and are most adequately assessed through a City-wide lens; and

WHEREAS, in addition to standard methods of recruitment, such as advertising and job postings, effective recruitment to diverse and under-represented populations requires outreach and establishment of trusting, long-term relationships with the community and requires an investment by the City's time and resources; and

WHEREAS, the Mayor and City Council believe equity is the cornerstone of a thriving democracy and the internal actions of local government that contribute to the health and well-being of everyone in our city; and

WHEREAS, local government leadership is necessary to achieve equity in the community, and it is also necessary for local government to work in collaboration with regional and national partners, both within government and across sectors; and

WHEREAS, the City Council placed a proviso on \$1,400,000 in the 2014 Adopted Budget for gender wage equity related activities until authorized by future ordinance; and

WHEREAS, Resolution 31523 affirms the City of Seattle's commitment to gender equity, and the implementation of comprehensive measures to achieve equity at the City of Seattle and throughout our community; and

WHEREAS, Resolution 31523 requests the Personnel Department and the Seattle Office for Civil Rights to take steps recommended by the Gender Equity Task Force to address gender wage disparity; NOW, THEREFORE,



BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. The restrictions imposed by the following budget proviso are removed and they are no longer restrictions for any purpose including for subsection 1(b) of Ordinance 124349.

Department	2014 Green Sheet	Proviso	Budget Control Level
Finance General	#134-2-A-1	None of the money appropriated in the 2014 budget in Finance General Reserves BCL may be spent on gender equity related activities until authorized by future ordinance.	Reserves (2QD00)

Section 2. The following positions, which are exempt from the Civil Service and Public Safety Civil Service rules and laws, are created in the Personnel Department and the Executive Department's Seattle Office for Civil Rights.

Department/Office	Position Title	Position Status	Number of Positions
Personnel Department (PER)	StratAdvsr2,Exempt	Full-time	1.0
Personnel Department (PER)	StratAdvsr2,Exempt	Full-time	1.0
Seattle Office for Civil Rights (SOCR)	StratAdvsr2,Exempt	Full-time	1.0

The City Personnel Director and the Director of the Office for Civil Rights are authorized to fill the positions under their respective control subject to applicable personnel rules and laws.



Section 3. The appropriations for the following items in the 2014 Budget are modified, as follows:

Fund	Department	Budget Control Level	Amount
General Subfund (00100)	Personnel	Employment and	\$287,726
	Department (PER)	Training (N1000)	
	Seattle Office for Civil Rights (SOCR)	Civil Rights (X1R00)	\$68,863
	Finance General	Reserves (2QD00)	(\$356,589)
Total			\$0

Section 4. This ordinance shall take effect and be in force 30 days after its approval by the Mayor, but if not approved and returned by the Mayor within ten days after presentation, it shall take effect as provided by Seattle Municipal Code Section 1.04.020.



1 Passed by the City Council the ____ day of _____, 2014, and
2 signed by me in open session in authentication of its passage this
3 ____ day of _____, 2014.

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5 _____
6 President _____ of the City Council

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8 Approved by me this ____ day of _____, 2014.

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10 _____
11 Edward B. Murray, Mayor

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13 Filed by me this ____ day of _____, 2014.

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15 _____
16 Monica Martinez Simmons, City Clerk

17 (Seal)
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FISCAL NOTE FOR NON-CAPITAL PROJECTS

Department:	Contact Person/Phone:	CBO Analyst/Phone:
CBO	Forrest Longman / 684-0331	Forrest Longman / 684-0331

Legislation Title:

AN ORDINANCE related to Gender Equity; lifting a budget proviso imposed on Finance General's Reserves Budget Control Level in 2014 for Gender Wage Equity Project; changing appropriations to various departments and budget control levels in the Budget; adding new positions and amending Ordinance 124349, which adopted the 2014 budget; all by a two-thirds vote of the City Council.

Summary of the Legislation:

This legislation lifts the proviso placed on the Finance General Gender Equity Reserves by the City Council in the 2014 Adopted Budget (Green Sheet #134-2-A-1). It adds two positions in the Personnel Department, adds one position in the Office for Civil Rights (OCR) and transfers funding from the Finance General Gender Equity Reserve to fund these positions for the remainder of 2014. These positions will work to advance the recommendations of the Gender Equity in Pay Task Force. It also includes funding for Personnel to conduct a City-wide internal Gender & Race Equity Study and to develop a women's leadership program.

Position descriptions:

1. Gender Equity Recruiter (Personnel): Perform diversity and gender equity recruiting in under-represented communities and work with City departments in a broader outreach context.
2. Leadership Development Facilitator (Personnel): Design, develop and deliver supervisor, management and leadership development training programs and courses that will help under-represented employee populations increase their skills and be better prepared for internal advancement opportunities.
3. Gender Equity Strategist (OCR): Examine national best practices on gender equity, analyze City practices and work with Personnel to inform the design of gender equity training programs and strategies.

Background:

The Gender Equity in Pay Task Force recently released a report on disparities in pay for City of Seattle employees and submitted it to the Mayor and City Council. The report makes a series of recommendations to begin addressing the disparity in pay at the City. This ordinance provides positions and funding to begin implementing the Task Force's recommendations.



X This legislation has financial implications.

Appropriations:

Fund Name and Number	Department	Budget Control Level*	2014 Appropriation	2015 Anticipated Appropriation
General Fund (00100)	Personnel Department (PER)	Employment and Training (N1000)	\$287,726	\$268,631
General Fund (00100)	Office of Civil Rights (OCR)	Civil Rights (X1R00)	\$68,863	\$134,315
General Fund (00100)	Finance General (FG)	Reserves (2QD00)	(\$356,589)	(\$402,946)
TOTAL			\$0	\$0

Appropriations Notes: The 2014 appropriations include the position funding for Personnel and OCR for the remainder of the year, plus an additional \$150,000 to fund conduct an internal Gender & Race Equity Study and to develop a women's leadership program. Appropriations for the ongoing full year position costs will be added in the 2015-2016 Proposed Budget

Anticipated Revenue/Reimbursement Resulting from this Legislation: N/A

Total Regular Positions Created, Modified, or Abrogated through this Legislation, Including FTE Impact:

Position Title and Department	Position # for Existing Positions	Fund Name & #	PT/FT	2014 Positions	2014 FTE	2015 Positions*	2015 FTE*
StratAdvsr2, Exempt (PER)	N/A	General Fund (00100)	FT	2	2.0	2	2.0
StratAdvsr2, Exempt (OCR)	N/A	General Fund (00100)	FT	1	1.0	1	1.0
TOTAL				3	3.0	3	3.0

Position Notes: N/A

Do positions sunset in the future? No

Spending/Cash Flow: N/A

Spending/Cash Flow Notes: N/A

Other Implications:

- a) **Does the legislation have indirect financial implications, or long-term implications?**
No.
- b) **What is the financial cost of not implementing the legislation?** There is no financial cost to not implementing this legislation.
- c) **Does this legislation affect any departments besides the originating department?**
Yes, new positions and necessary funding are added to the Personnel Department and Office of Civil Rights. Personnel Director Susan Coskey and Office of Civil Rights Director Patricia Lally are aware of this legislation.
- d) **What are the possible alternatives to the legislation that could achieve the same or similar objectives?** None.
- e) **Is a public hearing required for this legislation?** No.
- f) **Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?** No.
- g) **Does this legislation affect a piece of property?** No.
- h) **Other Issues:** N/A

List attachments to the fiscal note below: N/A





City of Seattle
Edward B. Murray
Mayor

April 29, 2014

Honorable Tim Burgess
President
Seattle City Council
City Hall, 2nd Floor

Dear Council President Burgess:

I am pleased to transmit the attached proposed Council Bill that lifts the proviso placed on the Finance General Gender Equity Reserves by the City Council in the 2014 Adopted Budget (Green Sheet #134-2-A-1). It adds two positions in the Personnel Department, adds one position in the Office for Civil Rights and transfers funding from the Gender Equity Reserve to fund these positions for the remainder of 2014. These positions will work to advance the recommendations of the Gender Equity Task Force. It also includes funding for Personnel to conduct a City-wide internal Gender & Race Equity Study and to develop a women's leadership program.

The Gender Equity Task Force recently released a report on disparities in pay for City of Seattle employees and submitted it to the Mayor and City Council. This legislation will help reduce those disparities. Thank you for your consideration of this legislation. Should you have any questions, please contact Forrest Longman at 206-684-0331.

Sincerely,

Edward B. Murray
Mayor of Seattle

cc: Honorable Members of the Seattle City Council

